

March 2023



# Introduction

The Government under the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 introduced gender pay gap reporting. The College Group now has a legal duty to report and publish data on the gender pay on both the College Group website and via the Government Equalities Office.

The purpose of gender pay reporting is for organisations in the public sector with over 250 employees to report on and illustrate the difference between the average earnings of men and women in their organisation.

This year's report marks the fourth data return for Education Partnership North East since we merged with Northumberland College in March 2019. Sunderland College first reported in March 2018 in line with the new legislation. In 2019 Hartlepool Sixth Form was first included in the data return.



Naomi Robson  
Vice Principal (Resources)

## Equal pay versus gender pay

Whilst both equal pay and the gender gap deal with the difference (disparity) in pay women receive in the workplace, they are two different issues:

**Equal pay:** Means that men and women in the same employment performing equal work must receive equal pay, as set out in the Equality Act 2010.

**Gender pay gap:** Is a measure of the difference between men's and women's average earnings across an organisation or the labour market. It is expressed as a percentage of men's earnings.

As explained by the Equality and Human Rights Commission the causes of the gender pay gap are complex and can be overlapping. Factors include:

- Highest paid sectors are male-dominated
- Girls often do well at school, but tend to end up concentrated in employment sectors that offer narrower scope for financial reward. On the other hand, many of the highest paying sectors are disproportionately made up of male employees.
- The effect of part-time work
- The difference in years of experience of full-time work, or the negative effect on wages of having previously worked part-time or of having taken time out of the labour market to look after family.
- Unconscious stereotyping, with assumptions about women not wanting to accept promotion, or not being in a position to do so, particularly where they have caring responsibilities.



# Our approach



We have a strong focus on inclusivity and equality and diversity across our College Group which comprises of Hartlepool Sixth Form College, Northumberland College and Sunderland College. We recognise the benefits a diverse college community brings, the greater the mix of people, the greater the mix of knowledge, skills, perspectives and ideas that can be drawn upon.

Our pay approach is to treat all our staff fairly irrespective of gender and we operate structured salary spines for each job role across the group. Since April 2020 all our college staff are paid the real living wage, ensuring that Northumberland College staff moved onto the model already adopted in Sunderland and Hartlepool.

We see ourselves as a supportive employer that offers a range of flexible working opportunities for our employees.

Within our sector there are specific subjects that are more difficult to recruit to which means that on occasion a Market Rate supplement is required. Areas such as Multi-skilled trades and Engineering predominantly attract male applicants and again this is reflective of gender imbalances that exist in these areas nationally.

Staff development is key for all staff and we are keen to offer career progression opportunities to all employees who wish to progress. In 2019 we launched our Aspiring Leaders programme across Sunderland College and Hartlepool Sixth Form to help develop staff leadership within the College. Unfortunately plans to roll the programme out to a second cohort of staff across our College were impacted by the COVID-19 pandemic.

All our job adverts are open to internal candidates to encourage internal movement and progression across the College and our different campuses and departments.

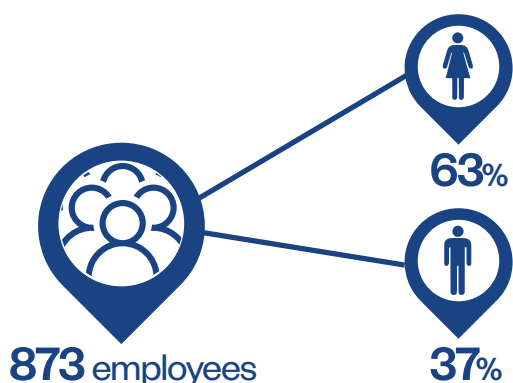


# Background Information

The regulations specify that the data must be a snapshot of 31 March 2022, this is taken from our payroll data. They advise that a pay period of a month equates to 30.44 days.

All employees who are paid are included in the calculations, permanent, fixed term and casual. If a casual employee has irregular working hours then the average earnings over a 12 month period have been used. Basic pay is comprised of allowances (including Market Rate Supplement payments). The following are excluded from any calculations overtime pay, redundancy or termination payments, or non-cash benefits such as those paid through salary sacrifice.

## Gender split



The regulations require us to report on six specific calculations and they also outline the methodology we have to use and what is included in each calculation. These are listed below

1. Mean average gender pay gap
2. Median average gender pay gap
3. Mean average bonus gender pay gap
4. Median average bonus gender pay gap
5. Proportion of males receiving a bonus payment and proportion of females receiving a bonus payment
6. Proportion of males and females when divided into four groups ordered from lowest to highest pay




The regulations split employees into two different categories for this reporting these are called relevant employees and relevant full-pay employees.

A relevant employee is someone employed by the College Group as at the 31 March 2022. This equates to a total of 873 employees of which 325 are males (37%) and 548 are females (63%). This split of male to female staff is common in the FE sector.

A full-pay relevant employee is someone who is employed by the College Group and is receiving “full pay” during the specified pay period. If an employee is paid less than usual rate of pay or zero (i.e. due to sickness or maternity for example) then they are not classed as a “full-pay relevant employee”. Within our College Group this equated to 811 employees in total of which 308 are male (38%) and 503 are female (62%).

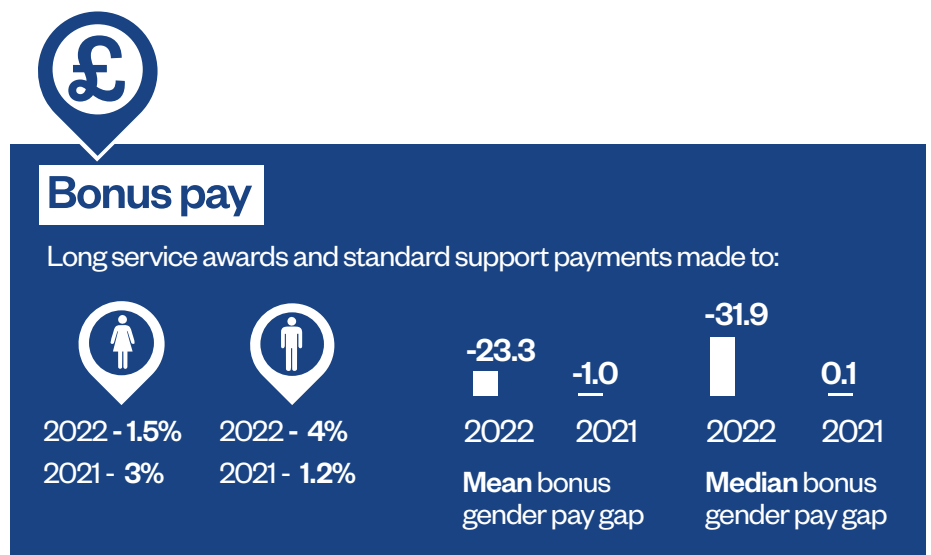
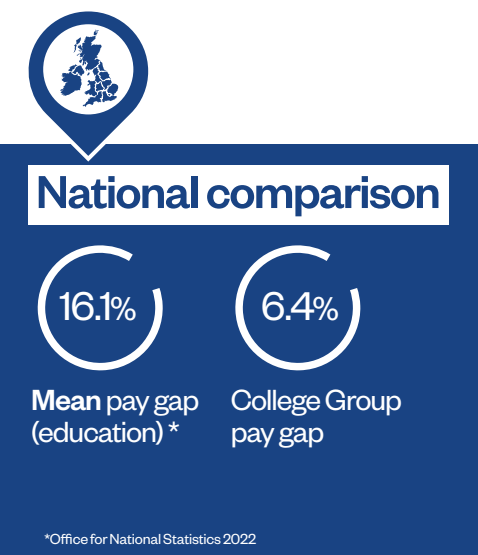
## Overall Outcome

The results are calculated based on full-pay relevant employees and show that whilst there is a widening of the median gender pay gap by 3.1% overall compared to last year's report there has been a slight reduction in the group mean gender pay gap has stayed the same.

Gender pay gap				
				
<b>Mean</b>	<b>2022 -</b>	£14.81	£15.82	6.4%
	<b>2021 -</b>	£14.71	£15.71	6.4%
	<b>2020 -</b>	£14.44	£15.34	5.9%
	<b>2019 -</b>	£14.26	£15.28	6.7%
<b>Median</b>	<b>2022 -</b>	£13.42	£15.02	10.7%
	<b>2021 -</b>	£13.68	£14.80	7.6%
	<b>2020 -</b>	£13.55	£14.80	8.45%
	<b>2019 -</b>	£13.55	£14.80	8.45%



For the overall education sector the Office for National Statistics in 2022 reported an decrease in both mean and medium pay gaps. It found the mean average pay gap to be 16.1% and median average to be 22.2% both of which is significantly higher than the College figures.



## Bonus Payments



(Long Service/Standard Support Payments only)

These bonus payments are calculated on all relevant employees.

- The College makes minimal payments in this area.
- Under the regulations long service awards and standard support payments fall into this category. The College group do not make any other bonus payments
- For long service awards across the group, the value of the awards is based on the length of service with 30 years being £200 and 20 years being £150. In the 12 month period covered 15 awards were paid -4 were to women and 11 to men.
- The standard support payment is paid to qualifying support staff at Hartlepool Sixth Form College. Those staff who successfully apply for the payment receives a one-off payment of £320 (pro-rata for part time staff). In the 12-month period covered the College made 5 such payments, 3 were to women and 2 to men.
- Proportionally this means that 4% of males received a bonus and 1.5% of females.
- This equated to a mean bonus gender pay gap of -23.3% (difference of £40.30) and a median bonus gender pay gap of -31.9% (difference of £47.84) meaning that females received more bonus than males in terms of mean and median bonus pay gap.

## Quartile Bands

These are based on the full-pay relevant employees

Employment quartile bands			Grand total
Lower Quartile	142 70.3%	60 29.7%	202
Lower Middle Quartile	121 65.02%	78 34.98%	203
Upper Middle Quartile	117 54.19%	82 45.81%	203
Upper Quartile	113 58.62%	84 41.38%	203
Grand Total	503	308	811

### What have we been doing to understand and address the gender pay gap?

- Reviewed exit rates by grades, category and gender of staff across the reporting year
- Reviewed our internal recruitment process for candidate progression
- Reviewed new starts by category, gender and starting salaries across the reporting year
- Reviewed promotion rates by gender and categories across the reporting year
- Undertaken extended pay gap analysis into ethnicity, disability and sexual orientation

### Why do we have a gender pay gap?

The make-up of staffing within the College Group has not changed significantly in the last year in terms of the male/female ratio even following the merger with Northumberland College and recent restructuring. The College Group still employs a higher proportion of female than male staff, 63% to 37%.

We have more females occupying senior roles within the organisation, reflected in the upper middle and upper quartiles.

The median gender pay gap has widened by 3.1% and whilst this could be attributed to a number of different reasons, further analysis shows a significant increase in the number of females recruited to teaching roles for which the hourly rate typically falls within the middle of the overall hourly rates of pay.

Conversely you will see in our report that we continue to have higher proportions of females that lie within quartiles 1 and 2. These are the quartiles which have lower paid salaries and include canteen/refectory (in common with the rest of the UK).

48% of our entire workforce are part-time or term time only (excluding teaching staff). Of this 80% are female and 20% are male. Demonstrating that we have more part-time and term time opportunities largely being filled by women.

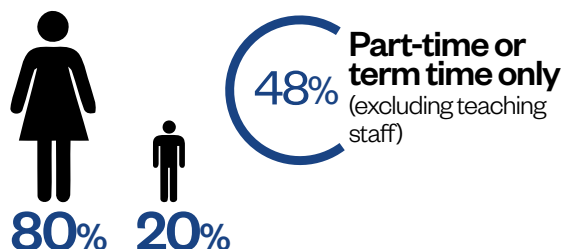
## Actions we will take

The College Group is satisfied that the differences are not due to the underpayment of women in roles similar to male colleagues. We will continue to monitor this and we will undertake a review of;

- Our recruitment practice to see if we can encourage more female staff to apply into male dominated academic subjects.
- Additional analysis to identify whether people get 'stuck' at certain levels within the organisation
- Additional leaver data analysis to understand reasons for leaving to determine appropriate actions to encourage retention
- Non declaration of equality data and take agreed actions to encourage an increase in applicant and workforce declarations

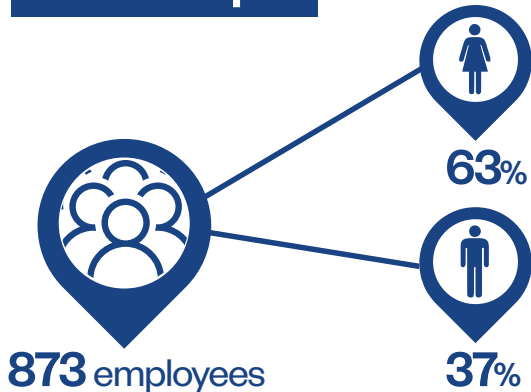
For and on behalf of Education Partnership North East

Naomi Robson  
Vice Principal (Resources)



# Gender pay gap report summary

## Gender split

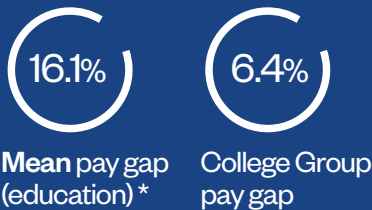


## Gender pay gap

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## National comparison

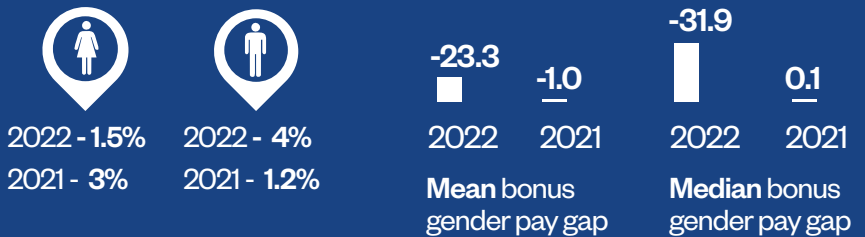


\*Office for National Statistics 2022



## Bonus pay

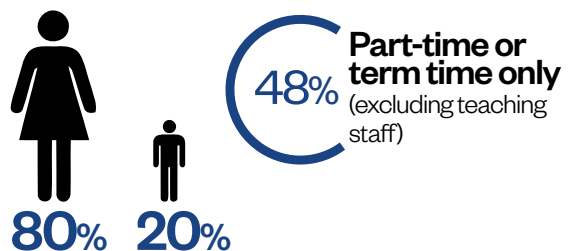
Long service awards and standard support payments made to:



## Employment quartile bands

			Grand total
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## Why gender pay gap?



## Actions

- Review your recruitment practice to see if we can encourage more female staff to apply into male dominated academic subjects
- Additional analysis to identify whether people get 'stuck' at certain levels within the organisation
- Additional leaver data analysis to understand reasons for leaving to determine appropriate actions to encourage retention
- Review non declaration of equality data and take agreed actions in conjunction with EDI committee to encourage an increase in applicant and workforce declarations